

NAVY Recruiter

Magazine for Navy Recruiters

February 2001



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On the cover:

Aboard USS Nimitz (December 24, 1997) -- Aviation Boatswain's Mate 3rd Class Kevin P. Spurrell, from Duncanville, Texas, directs an E-2C Hawkeye onto the number one catapult during launch preparations from the flight deck of the nuclear powered aircraft carrier USS Nimitz (CVN 68). U.S. Navy photo by Photographer's Mate 2nd Class James Watson.

On the back cover:

Navy Recruiter magazine honors the Navy Recruiting Orientation Unit's Distinguished Graduates. Photos by DM3 Melvin Nobeza.

Navy Recruiter



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From the Top

Next month, MMCM(SS) Steve E. Holton, Navy Recruiting Command's Chief of Naval Operations (CNO) Directed Command Master Chief, will complete 31 years of Naval service. We — all of us — have benefited tremendously from this Sailor's leadership and guidance, skills gained over the course of his distinguished career.

A native of Winston-Salem, NC, Master Chief Holton joined the Navy in March 1970. His sea tours include service aboard the USS JAMES K. POLK, USS SIMON BOLIVAR, USS SCAMP, and as Chief of the Boat aboard USS PARCHE. His shore tours include duty at NRS Greensboro, N.C., and duty as the CNO Directed Command Master Chief for the Chief of Naval Technical Training and Command Master Chief for the Naval Air Technical Training Center. Master Chief Holton assumed his present duties at CNRC headquarters in October 1996.



During more than three decades of Naval service, Master Chief Holton has witnessed myriad changes in the Navy and in recruiting. When he enlisted in 1970, the Vietnam War was raging in Southeast Asia; while in the U.S., protestors were voicing their objections to American involvement. The master chief still recalls the tough recruiting environment generated by anti-war sentiments during his first recruiting tour. He notes that during that post-war period, the military was not viewed in a very positive light by the civilian population, and recruiters had to work long and hard to be accepted in schools and communities. Overcoming such hostile recruiting environments continues to be one of the marks of successful recruiters today.

Master Chief Holton likened that inhospitable post-war environment to one that arose when the idea was first posed to have third class petty officers serve as recruiters. Although the program always had support in the recruiter community, opponents in the fleet felt these Sailors were too immature and inexperienced to succeed at recruiting. Because of this opposition, the Recruiter Selection Team (RST) encountered a hostile audience in selling this program to the fleet. The master chief gives the RST full credit for pushing the program forward and points out that with careful screening and support from mentors, these young Sailors are performing admirably. He stressed that because of this program's success, the command has moved much closer to achieving an all-volunteer recruiting force.

Despite changes, Master Chief Holton contends that two critical characteristics for a successful tour in recruiting have remained constant: integrity and love of the Navy. In a job where you'll undoubtedly be rejected more often than you're accepted, Master Chief Holton counsels that recruiters have to maintain their personal integrity at all cost. And, to persevere in an environment of rejection, recruiters have to love the institution they serve and understand that putting recruits in the fleet is not about numbers but about finding well-qualified young men and women who will become their shipmates.

To say that Master Chief Holton will be sorely missed is a gross understatement. His integral participation in Navy recruiting over the years has made him one of my most trusted advisors and shipmates. I ask that each of you join with me as we wish him the traditional "Fair Winds and Following Seas."

As we bid farewell to Master Chief Holton, we also welcome CMDMC(SW) Kenneth W. Cromer. Master Chief Cromer joins the headquarters staff after three successful tours at NRD Montgomery, most recently as District CMC. Under his leadership, NRD Montgomery achieved their new contract objective every month in FY00 and was last year's most improved NRD. Master Chief Cromer recently authored a DEP improvement program that focuses on improving DEP retention, rather than reducing DEP attrition. The program emphasizes teamwork at the CR-CMC-DEP Coordinator level, deckplate mentoring of DEPpers, and proactive retention strategies. In addition to being taught as part of the CMC course at NORU, elements of his retention program are being incorporated into the revised CNRC DEP instruction. We look forward to further channeling Master Chief Cromer's talents at the national level and welcome him to the headquarters staff. **NR**



CNO Directed Master Chief of Navy Recruiting, Steve Holton discusses the state of Navy recruiting before retiring in March.

Interview with a



Master Chief

How long have you been in recruiting?

Ten of my 31 years have been devoted to recruiting.

As CNO Directed MC what is your overall view of recruiting?

I think we have come along way. I really believe the recruiters are very dedicated to what they are doing. I think we are headed in the right direction. We have made some major changes over the past four years, which in the long run help recruiting; and you have to be willing to endure the initial rough times of program implementation so as to get to where you want to be. I feel recruiting is currently on the upswing.

Since you have come onboard what have been the most beneficial advances for recruiting?

When I first came to CNRC I had a strong belief we didn't treat people right. I would say the number one thing over the past four years

which recruiting has done differently has been to change the mentality in the field today. Particularly on fleet Sailors who we borrow for three years; there was a time when we may have done damage to those Sailors in the name of production. I think we have now changed the mindset of the field to where you can make goal and you can still treat people right. This is done through evaluations, awards and various commendations. Equally as important is the creation of the Recruiter Selection Team (RST). I don't think CNRC knows the total value of the RST yet as far as our relationship with the fleet. I think if we all really do believe recruiting is an all hands effort for the Navy it is vital for CNRC and the fleet to be working arm in arm.

How has being CNO Directed MC changed your view of recruiting as it correlates to the fleet?

The answer to that is the misperception by the fleet of what we are all about. I think we have grown closer to the fleet. I think the fleet has a better understanding of what we are all about. The fleet has a better understanding of the demands of recruiting. But also the benefits to the Sailor, not just in the fact they receive a lot of awards, but they come back to the fleet with a whole new set of skills, people skills which are invaluable to their fleet careers. Whether they are going to be an LPO, or whether they make chief out here and they are going to run a division, you cannot put a price tag on the value of the people skill development which happens in recruiting.

Where do you see recruiting needing to improve to remain successful?

Well for one, we have to keep the commitment that the people are what make the difference

out here. We need to continue to develop the leadership whether its RINC's, Zone Sup's, or up at the command level that say there is a way to do the job and do it with positive leadership. I think perhaps over the years maybe the field has gotten the impression we are softer and this is not the issue. I believe CNRC has emphasized for several years now, the leaders of the command, and this starts at the RINC level and goes all the way to the top, before we give up on a Sailor as a recruiter we need to be able to look ourselves in the mirror the next morning and say that we, as an organization, no matter the leadership level, we did everything we could to make the Sailor successful in an environment that is totally foreign than anything else they have seen in the Navy before.

What has been your greatest challenge

in recruiting?

Goal is always a challenge in front of us, but more importantly the greatest challenge is in changing the Fleet perception of recruiting. When I first came to recruiting, in my first few months I was averaging 15-20 calls a month from my Fleet counterparts with bad stories about what was happening to recruiters. Now, I may get about one per quarter and you have to recognize the huge difference and how we have been able to turn recruiting around. We are not perfect by any means, but I think the organization is working very, very hard to bridge any gap between the fleet and Navy recruiting.

How would you like a Sailor to view a tour of recruiting?

The first thing I would like for a Sailor from the Fleet is to have a mentality which says I have a responsibility in my Navy career to make a difference on the 'Sailorization process,' which means either a tour in recruiting, as a recruit division commander, or as an "A" school instructor. We obviously play a big role in that with 5,000 recruiters we need a lot of fleet Sailors who are willing to step up and say 'Yes, I have a commitment.' I'd like for them to look at it as one of the tougher challenges if for no other reason than that it's new. But it's also a place they can come and walk away from in three years saying, 'I made a difference for my Navy.'

Why was there a need for a CNO-Directed Master Chief of Navy Recruiting?

You have to look at what the purpose is for the Command Master Chief program. If you look at the bottom line it is to foster communications up and

down the chain of command. I see this job as a vital link between the field and the admiral who is going to end up making the ultimate decisions on what affects recruiters as far as production, QOL, what's good for them, what's bad for them. This position needs to be the one which can go to the field, find out truth and relay this to the admiral, so he can retrieve resources and make policy on improving recruiting. The person in my job can go to the field and get honest answers from those who may otherwise have reservations about conveying how they feel about the recruiting environment. The other piece would be the link to the rest of the Navy. I spend a lot of time working with Fleet Command Master Chiefs, and with the other members of the CNO-MCPON advisory panel. I am the piece which connects them to recruiting. If you look at the philosophy which says Navy recruiting is an 'All Hands' function than you must have this position to be able to go to the Navy and link us together.

What will be your fondest memory of Navy Recruiting Command?

Undoubtedly the recruiters! When you go out in the field as many times as I do, my intentions have been in travelling, to reach out to the Montanas, the Alaskas and Middle America. I travel to places way away from headquarters and see what those recruiters are doing on a day-to-day basis and witness firsthand their commitment. Again, in a totally foreign environment for their job with no other Navy support facilities around them to see what so many of them are accomplishing out there is pretty satisfying.

Is there anything else you would like to add?

I would say to the organization and to the recruiters, one of the things we have tried to instill in the recruiters is, this is not a numbers game. We need to understand what they are doing out there on a day-to-day basis is actually filling watches in the fleet and for some of them that have come from fleet units where they have stood port and starboard, or even more, some of them have stood port and report watches out there. What they are doing is not about numbers, it's not going out and getting a contract for a month, it's going out and getting a replacement in the fleet to fill a watchstander which makes life better for the Sailors already in the fleet. The other thing to the organization has as a whole I would hope they would continue to move towards a philosophy which says I am going to find somebody that is qualified for the Navy, I'm not going to go find someone and qualify them. There is a lot of pressure on these recruiters. Recruiters have to get up everyday and their leaders and supervisors have to get up and say 'there are good, young Americans out there that can serve our Navy.' I need to find those and I need to do it with integrity. To put someone in the Navy just to make a number doesn't help the recruiter, doesn't help Recruiting Command, and certainly doesn't help the Navy. I would like all people of this command to keep a dedication that says I can do this job and I can do it with integrity. Once you lose your integrity you never get it back. Regardless of the recruiting aspect, I think it is too important to the men and women as people and Sailors. **NR**



Not your average looking 1973 VW Beetle. The HARRY S. TRUMAN gets ready for parade.

Definition of a MODEL Sailor

HARRY TRUMAN gets a NEW LOOK!!!

Story and photos by LTJG James Hamlette
Public Affairs Officer
NRD Kansas City

Navy Career Counselor First Class Kevin Richard Nuckles is a proud husband and father of two. He originally enlisted in the United States Navy on 13 December 1982. During the past 18 years serving his country, some of the most memorable assignments for Petty Officer Nuckles have been HC-16 out of Pensacola, Fla.; AIMD in Keflavic, Iceland; AIMD in Key West, Fla., and VF-102 in NAS Oceana. His favorite job was as a Jet Engine Test Cell Operator. While onboard Team Kansas City as a recruiter, he recently received his fifth Navy and Marine Corps Achievement Medal. Bravo Zulu!

But the purpose of this article is not to provide a historical account of the career of one of the Navy's finest recruiters, but rather to showcase one huge accomplishment outside of recruiting. We all understand the commitment and dedication required to consistently provide manpower to the Fleet, day in and day out. Petty Officer Nuckles did just that, and much more.

During the first half of 2000, and during his liberty time, Petty Officer Nuckles, with the help of his son, constructed a perfectly scaled model of the USS HARRY S. TRUMAN. At the top of his list of supplies needed to complete its construction was one 1973 Volkswagen Beetle. Other materials included 630 feet of steel tubing, seven sheets of paneling, three gallons of paint, and various miscellaneous items.

Originally, Petty Officer Nuckles estimated that the Volkswagen would provide enough wheelbase for the carrier, but the TRUMAN needed more. About another three feet. Therefore Nuckles had to stretch the eight-foot wheelbase of the German motor car to 11 feet so that his measurements would be scaled to exactly one-fiftieth of the size of the actual carrier. The total length of the model is 24 feet, with a width of five feet and three inches. His only obstacles were time and money, as he personally funded the five-month long project.

Navy Recruiter



Left: NC1 Knuckles gives his TRUMAN model a test drive.

As the pictures show, his craftsmanship was very precise. Petty Officer Nuckles wanted to focus on the smallest of details to give the model a more realistic appearance. Future plans for the model include flight deck elevators, running lights, and flight deck personnel donning color-coded apparel.

Petty Officer Nuckles is very proud of his accomplishment as his aircraft carrier has partici-

pated in six local Christmas Parades, taking home one first place, and one second place award. When asked why he decided to dedicate so much of his off-duty time to this project, his response was, "I was tired of seeing all of the 'neat stuff' on display in the Army's office, so I wanted to build something to show off the Navy". Bravo Zulu Petty Officer Nuckles! **N R**

Right: Another view of the model aircraft carrier before it takes part in the parade.



Best in SHOW!!!

CNRC Creative Production team nabs top honors

Story by *Navy Recruiter* Staff Writer
JOSN Christopher Conklin

Navy recruiting hit a home run this year being selected for the CINE Awards with a recruiting video for Navy Flight Officers (NFO). Navy Recruiting Command (CNRC) along with the Naval Media Center, and Infocus Film and Video, a production company in Herndon, Va., teamed up to produce the award-winning video. Each will receive worthy praise when presented the Golden Eagle award later this month during a formal ceremony in Washington, D.C.

The CINE awards, which began in 1957 to award professional and amateur filmmakers, accumulated more than 1,000 entries in 21 categories this year and over 600 judges to choose winners in each category. The Discovery Channel, HBO and ABC news are just a few distinguished organizations having been awarded in past CINE award ceremonies, and now, the Navy can add its name to the distinguished list.

"I am very happy our efforts are being recognized," said Zip

Zimmerman, the video's project officer for the Naval Media Center at Naval Station Anacostia, Va. "In essence, the CINE awards are equal to the 'Oscars' for the production industry. This is a great opportunity to advertise to the industry what kind of talent the Navy has."

The sentiment is shared by all involved in the video's production. "The award makes me feel good about the job we do. Knowing we give recruiters quality products for them to use, and showing the entire Navy we are on top of our game, is a good feeling," stated Andy Anderson, visual information manager at CNRC in Millington, Tenn.

"Whether the product is produced entirely by the Navy or not, this shows we can get the job done."

Producing the video sent the Infocus team on a cross-country trek from Pensacola, Fla., where they worked with NFOs attached to F-18E/F Training Squadron 110, all the way to Naval Station Everett, Wash. The crew worked

with NFOs assigned to squadrons of the EA6-B Prowlers and P-3 Orions while in Everett. Finally, after eight months of production the video was released to recruiters and ROTC units across the country.

According to Anderson, the video was produced for potential NFO applicants and people outside of the aviation community, with a view into the job of an NFO. The video's purpose was to show the potential of a fruitful career in the Navy as an NFO. "I think the video will do its job. It shows how NFOs are critical to mission success," said Anderson.

Although the award may be the first of its kind for the Navy, with such a skilled group of professionals responsible for this year's award, it won't be the last.

The crew who worked on this video production has the experience of many years in the field to put more award-winning productions together, and it is safe to say they will be working to reserve their place at next year's awards. **NR**

Officer Programs get down to business

Story by JOSN Christopher Conklin
Navy Recruiter Magazine Staff Writer

After a three year hiatus, the Naval Officer Programs Officers (OPOs) reconvened their annual meetings last January at Navy Recruiting headquarters (CNRC) in Millington, Tenn.

According to CDR Brian Vance, director of Officer Programs division at CNRC, the conference was attended by OPOs and prospective OPOs alike from district and regional levels in hopes of gathering the collective pulse of officer recruiting nationwide.

"We held the conference to give the OPOs a face-to-face update on the status of all the programs, where they stand from the initiatives, and also to get some feedback on some of the process issues and current concerns; whether it be in recruiting, advertising or service from CNRC," said Vance. Getting the OPOs together in one place to talk about problems or ideas they have, as Vance described, is beneficial to improve the success of programs.

The conference enabled the OPOs to discuss issues concerning applicants entering Officer Candidate School (OCS) directly from OCS Commanding Officer, CDR Len Wendel. Representatives from the supply, cryptology and nuclear officer communities attended the conference as well and gave input on issues concerning their respective programs.

"Community representatives had the chance to talk to the OPOs concerning applicants they were receiving for their programs," Vance said. "We found inconsistency between the recruiter's expectation and applicant's perspective when being selected for a program. We're trying to make sure the recruiters have enough brand knowledge and sales information, so the OPOs can predict success for their applicants and make sure their credibility stays high."

The officers who attended the conference also received training on the electronic leads process from Vertical Marketing, the company who runs the 'O' Tools system which enables recruiters to track prospective applicants electronically via the Internet.

Vance said the OPO position is critical to the

Navy's mission, and this conference is a great tool for officer recruiters to enhance their recruiting skills. "The biggest factor of the conference was to make sure the recruiters had the opportunity to talk with each other; because frequently, just like any organization, they get very focused internally to what they are doing, and don't necessarily look around to see what other recruiters are doing successfully under the same conditions. So the fact we were able to communicate with each other over the two days of the conference was the biggest benefit, as well as being able to talk directly to the people who select their applicants. Those were the two biggest things the conference offered to the OPOs."

"We had the opportunity to get the OPOs recharged and excited to go back with all this new information and hit the second half of this fiscal year with more energy," Vance said, confident the excitement will yield higher productivity.

"Productivity is very important," according to Vance. One of the things you find in recruiting is the enlisted side of recruiting gets a majority of the attention, driven solely by the numbers. The Navy needs to recruit nearly sixty thousand enlisted Sailors annually. Officer recruiting, however, has an annual goal of approximately two thousand.

However, if you look at the impact each officer will have in the Navy, it's significant. Due to an officer's leadership visibility, they have a tremendous long-term impact on retention across the board. If the quality of the people we put in is high, their quality of leadership will directly effect the decision of people who work for them when it comes time for re-enlistment.

"CNRC is the search volume for the Navy, with respect to commissioning sources, and we produce more officers than both the Naval Academy, or NROTC, and our role in the process is significant," noted Vance.

The Officer Program Division is seeking to return the conference to an annual event in the OPO community in order for its beneficial forum to be used by recruiters more frequently. **NR**

CDR Vance discusses OPO programs during the conference





ST. VINCENT DE PAUL SOCIETY

CASCADE COUNTY COUNCIL
P.O. BOX 1562
GREAT FALLS, MT 59403
EMERGENCY ASSISTANCE
PHONE: 761-0966

SVDP THRIFT STORE
DONATION RECEIVING
500 CENTRAL AVENUE WEST
PHONE: 761-0870

The Society of St. Vincent de Paul, a Catholic lay organization, leads women and men to join together to grow spiritually by offering person-to-person service to the needy and suffering. Today, the society of St. Vincent de Paul is made up of 875,000 members, in 130 countries. To address the needs of the poor, the society has developed numerous special works. These include such ministries as the food pantry, clothing room, homeless shelter, thrift store, and sheltered workshops.

As would be expected our society experiences a tremendous increase in demand for our services during the Christmas season.

On Saturday, December 23rd, the St Vincent de Paul society distributed Christmas food baskets and toys, to 679 underprivileged families in the Great Falls area. Many of these families, due to physical limitations or a lack of transportation were unable to pick up their food baskets and toys at our distribution center.

Navy personnel from the Great Falls, Mt Recruiting Station, assisted by active duty personnel home on HARP duty, heard our request for help, and responded. These fine young men delivered food baskets and toys to families who would otherwise have experienced a very meager Christmas.

As an active member of our society, and past member of the Board of Directors, I could not let this act of Christian charity go unrecognized. Our personal thanks go out to the following individuals who generously gave of their time and effort to help us succeed this year in accomplishing our mission.

MM1 Kirk Harris	Great Falls, NRS
EN2 Billy Childers	Great Falls, NRS
IS3 Christopher Andrews	VS21 Atsugi, Japan
JO3 Dennis Lester	NMG Broadcast DET, Rota, Spain

As an ex-Navy member, I was justifiably proud of "our boys" contribution to this community. This is truly an example of our active duty personnel serving their nation twice. In the words of my old Commanding Officer, "well done".

Michael Andrews

St. Vincent de Paul Society
Great Falls, Mt.

Navy Recruiter



Left: JO3 Dennis Lester, MMI Kirk Harris and IS3 Chris Andrews prepare to unload their vehicle with food for the holiday baskets.

Middle: MMI Kirk Harris, EN2 Billy Childers and JO3 Lester Dennis bring more food for the baskets.



Left: St Vincent De Paul Volunteers prepare to pass out the food baskets delivered by the Sailors.

NAVY TECH PREP IS ON THE MOVE

North Carolina community colleges are getting onboard

Story by JOSN Christopher Conklin
Navy Recruiter Magazine Staff Writer

Community colleges across North Carolina are getting onboard with the Navy's Tech Prep Program starting this fiscal year.

Gilford Tech Community College, in Jamestown, is the first in the state to sign an agreement with the Navy, with more schools forthcoming.

Navy Tech Prep is designed to highlight the Navy's educational opportunities for college-bound high school graduates.

While participating in the program, students earn college credit through their local community college while still in high school. This will give them a jump-start towards an associate's degree, which they can earn while in the Navy.

According to Dr. Judith Arcy, Tech Prep Coordinator at Navy Recruiting Command in Millington, Tenn., most participants of the

program earn enough college credit to finish their associate's degree upon completion of their Navy "A" schools.

While some Tech Prep partnerships with schools date back 10

Arcy, the program will help tap into a market which she says, "has traditionally been under-worked."

"It's another avenue for the Navy to enter the community

who participate. The colleges get the student, and the Navy gets a better prepared Sailor." Arcy continued. "The real plus for the Navy is, the better educated the sailor, the longer their tenure in the Navy."

According to Dr. Arcy, some of the recruiting benefits include:

- Opportunities to "team recruit" in high schools with college recruiters.
- Opportunities to dispel the myth of the military and colleges being mutually exclusive.
- Students can front-load their courses and complete academics prior to technical training.

The program is an excellent tool for recruiters. "Recruiters often deal with guidance counselors and officials at colleges, but this is an avenue for the recruiter to get to know the instructor and teachers. This is a way to augment Navy awareness in an underdeveloped market," said Arcy. **NR**



years, the Navy has just begun to participate in the program in the past two years, and has since reached 60 agreements with community colleges in 14 states.

According to Dr.

college market," said Arcy. "This is something the Navy not only gets something out of, but also gives something to the colleges and the new Delayed Entry Program Personnel (DEPpers)

FREE ASSEMBLY

...teaching our youth the price of history

Story by JO1 Michael B. Murdock
Public Affairs Officer
NRD Seattle

For many of today's youth, Veteran's Day is just another day away from school. This is why Jim Kriner, Principal of Lindbergh High School in Renton, Wash., decided to revive a nearly forgotten tradition by holding an "Americanism Assembly."

According to Kriner, the Americanism Assembly got its start back in the 60s and was a way to teach students about the importance of patriotism and service to their country. Unfortunately, the number of schools holding these assemblies has dwindled over the years to the point where most teachers have never heard of it.

"When I came here we didn't have one," said Kriner, who was a teacher at Lindbergh High School at the time. "So I went to the principal and he said it's something which has faded away."

Kriner felt these assemblies were important and would benefit the students, so when he became principal at Lindbergh High he worked to reestablish them at the school.

"Having assemblies with students today is not an easy task," said Kriner. "It requires a great deal of monitoring and you're also fearful of inappropriateness, especially when you're

bringing the public in. We spent probably three to four weeks preparing."

While preparing for the assembly, Kriner asked MS1(SW) Dennis A. Corpuz, of Navy Recruiting Station Bellevue, if he could help find a speaker for the event.

"He asked me if I could bring somebody that was retired Navy who could speak to the seniors," said Corpuz. "So I ended up talking to Skip to see if he could be a speaker."

Skip Bennett, a retired Navy commander and senior member of the Seattle Recruiting District Assistance Council (RDAC), was more than willing to speak during the assembly and when the time came, he and another veteran addressed the students.

"I talked about the priceless heritage and the value of being a citizen of this country," said Bennett. "I made them aware of the realization of how they are at a pivotal point in their life when decisions they make may very well effect the rest of their life."

Throughout the two assemblies that day, the students remained quiet and very respectful of the speakers.

"It was probably the most responsibly, respectful assembly this school has seen in years. In

fact, most of the staff were in shock," said Kriner. "(During) some parts of it, especially during Taps, you could here a pin drop. They've never experienced that here before. I think it was done right."

Carol Berkley of Lindbergh High School's Career Center feels assemblies like this become more important the longer the U.S. goes without being involved in a major conflict.

"We are getting further and further away from any (period of military) action and (students) are losing sight of what people had to do to get us where we are today," said Berkley. "This is an important reminder to them that people sacrificed."

According to Bennett, he and the other speaker enjoyed the opportunity to talk to the students of Lindbergh High. He looks forward to another chance to speak to students and hopes other RDAC members will get involved in events like this.

"I think it is a great opportunity to get out into the communities and tell people about the needs we have in the military and the opportunities that are available," said Bennett. "We must, as RDACers, get out with enthusiasm and confidence and speak on these topics." **NR**

In Remembrance

Chief Storekeeper (Surface Warfare)

Donald Ray Roberson, Jr.

On January 4, 2001 the Navy lost one of its own. Chief Storekeeper (SW) Donald Ray Roberson, Jr., of Orange, Texas was killed in a tragic event which has left Navy Recruiting and his shipmates remembering a truly dedicated Sailor.

Chief Roberson was a light to all he came across in his life; a life which will be celebrated by those who knew him best.

Navy Recruiting deeply mourns the loss of Chief Roberson and we bow our heads in constant remembrance of a Man, a Chief and a Sailor. Go with God Chief Roberson...we have the watch.



Best Stations in the Nation

For the month of December

Our GOAL:

Every station successful
Every recruiter successful

NRD Atlanta
NRS Augusta
NRS Columbia
NRS Douglasville
NRS Dublin
NRS Newnan
NRS Richland
NRS Roswell
NRD Buffalo
NRS Batavia
NRS Bridgeport
NRS Cheektowaga
NRS Greece
NRS Hamburg
NRS Kingston
NRS Lockport
NRS Oswego
NRS Peekskill
NRS Tonawanda
NRS Waterbury
NRS Watertown
NRD Chicago
NRS Bloomington
NRS Champaign
NRS Downers Grove
NRS East 92nd St.
NRS Janesville
NRS Lyons
NRS Sterling
NRD Dallas
NRS Abilene
NRS Altus
NRS Athens
NRS Brownwood
NRS C. Fort Worth
NRS Carrollton
NRS Corsicana
NRS Delcity
NRS Denton
NRS Desoto
NRS Duncan
NRS Edmond
NRS Grapewine
NRS Greenville
NRS Hillsboro
NRS Hurst
NRS Irving
NRS Jacksonville
NRS Lawton
NRS Lewisville
NRS McAlester
NRS McKinney
NRS Mesquite
NRS Mount Pleasant

NRS N. Oklahoma
NRS Oak Cliff
NRS Paris
NRS Plano
NRS Pleasant Grove
NRS Richardson
NRS S. Oklahoma
NRS City
NRS Seminary
NRS Shawnee
NRS Sherman
NRS Terrell
NRS Tyler
NRS Waco
NRS Weatherford
NRS Wichita Falls
NRS Yukon
NRD Denver
NRS Cody
NRS Gillette
NRS Liberal
NRS Westminster
NRD Houston
NRS Aldine
NRS Alief
NRS Cleveland
NRS Katy
NRS Nacogdoches
NRS Northline
NRS Orange
NRS Pasadena
NRS Texas City
NRS Westbury
NRD Indianapolis
NRS Aurora
NRS Danville
NRS Dayton Main
NRS Elkhart
NRS Florence
NRS Huber Heights
NRS Indy West
NRS Kokomo
NRS North College
Hill
NRS Warsaw
NRS Xenia
NRD Jacksonville
NRS Cocoa Beach
NRS Deland
NRS Lake City
NRS Leesburg
NRS North
NRS Jacksonville
NRS Orange Park

NRS Savannah
NRS St. Augustine
NRS Titusville
NRS W. Jacksonville
NRS West Orlando
NRD Kansas City
NRS Blue Springs
NRS Hutchinson
NRS Pittsburg
NRS Springfield
NRD Los Angeles
NRS Kaneohe
NRS Lompoc
NRS San Fernando
NRS San Luis
Obispo
NRD Miami
NRS Hialeah
NRS Lakeland
NRS Key Largo
NRS Naples
NRS Perrine
NRS Pembroke Pines
NRS Ponce
NRS Port Charlotte
NRS San Juan
NRS South Miami
NRS St Thomas
NRD Michigan
NRS Adrian
NRS Bay City
NRS Flint
NRS Greenville
NRS Holland
NRS Howell
NRS Ludington
NRS Midland
NRS Monroe
NRS Petoskey
NRS Saginaw
NRS Traverse City
NRS Warren
NRD Minneapolis
NRS Appleton
NRS Baraboo
NRS Coon Rapids
NRS Duluth
NRS Fond Du Lac
NRS Hibbing
NRS Lacrosse
NRS Madison
NRS Midway
NRS North St Paul
NRS Oshkosh

NRS Steven's Point
NRS West St Paul
NRS Wisconsin
NRS Rapids
NRD Montgomery
NRS Andalusia
NRS Daphne
NRS Dothan
NRS Eastwood
NRS Hoover
NRS Jasper
NRS Laurel
NRS Pensacola
NRD Nashville
NRS Antioch
NRS Bardstown
NRS Bellevue
NRS Clarksville
NRS Columbia
NRS Florence
NRS Guntersville
NRS Lexington
NRD New England
NRS Beverly
NRS Brockton
NRS Milford
NRS New Bedford
NRS Southbridge
NRS Woonsocket
NRD New Orleans
NRS Baker
NRS Marrero
NRS Mount Home
NRS Natchitoches
NRS North Baton
Rouge
NRS Picayune
NRS South Baton
Rouge
NRD New York
NRS East Brunswick
NRS East Orange
NRS Freeport
NRS Harlem
NRS Hempstead
NRS Huntington
NRS Jamaica
NRS Kings Plaza
NRS Newark
NRS Patchogue
NRS Red Bank
NRS Ridgewood
NRS Sheephead Bay
NRS S. Street
Seaport
NRS Westchester
Square
NRS White Plains
Road
NRD Ohio
NRS Akron
NRS Ashtabula
NRS Barberton
NRS Belfontaine
NRS Boardman
NRS Chillicothe
NRS Columbus East
NRS Columbus North
NRS Columbus West

NRS Delaware
NRS East Cleveland
NRS East Liverpool
NRS Elyria
NRS Findlay
NRS Lakewood
NRS Lorain
NRS Mansfield
NRS Maple Heights
NRS Medina
NRS Mentor
NRS Newark
NRS Parkersburg
NRS Parma
NRS Springfield
NRS Toledo
NRS Warren
NRS Wooster
NRD Omaha
NRS Ames
NRS Bellevue
NRS Bemidji
NRS Burlington
NRS Council Bluffs
NRS Detroit Lakes
NRS Fargo
NRS Mitchell
NRS Moline
NRS Norfolk
NRS Rapid City
NRS Spencer
NRD Philadelphia
NRS Bel Air
NRS East Point
NRS Hagerstown
NRS Pottstown
NRS Pratt Street
NRS West Chester
NRS Westminster
NRD Phoenix
NRS Ahwatukee
NRS Arrowhead
NRS Bell Canyon
NRS Christown
NRS Desert Sky
NRS Durango
NRS Four Hills
NRS Gallup
NRS Las Cruces
NRS Las Vegas
NRS Los Lunas
NRS Mission Park
NRS Paradise Valley
NRS Prescott
NRS Scottsdale
NRS Showlow
NRD Pittsburgh
NRS Greensburg
NRS Stroudsburg
NRS Uniontown
NRS Warren
NRS Wheeling
NRD Portland
NRS Albany
NRS Astoria
NRS Beaverton
NRS Elko
NRS Grants Pass
NRS Longview
NRS Pocatello
NRS St George

NRD Raleigh
NRS Asheville
NRS Burlington
NRS Cary
NRS Fayetteville
NRS Henderson
NRS Hendersonville
NRS Salisbury
NRS Sanford
NRS Smithfield
NRS Waynesville
NRD Richmond
NRS Beckley
NRS Elizabeth City
NRS Winchester
NRD San Antonio
NRS Clovis
NRS Copperas Cove
NRS Crossroads
NRS El Paso Central
NRS El Paso East
NRS Ingram
NRS Kerrville
NRS Midland
NRS North Austin
NRS N.E. San
Antonio
NRD San Diego
NRS Chula Vista
NRS Corona
NRS Del Rosa
NRS El Cajon
NRS Fullerton
NRS Hemet
NRS Henderson
NRS Huntington
Beach
NRS Indio
NRS Redlands
NRS Riverside
NRS San Bernardino
NRS Tustin
NRS University
NRS Upland
NRS Yuma
NRD San Francisco
NRS Hanford
NRS Modesto
NRS Reno
NRD Seattle
NRS Bremerton
NRS Helena
NRS Juneau
NRS Monroe
NRS Yakima
NRD ST Louis
NRS Alton
NRS Arnold
NRS Carbondale
NRS Charleston
NRS Clarksdale
NRS Collierville
NRS Corinth
NRS Farmington
NRS Festus
NRS Jackson
NRS Litchfield
NRS Millington
NRS N. Memphis
NRS Springfield
NRS West Plains

**Italics denotes previous FY01 winners*

NORU Distinguished Graduates

AD1(AW) Jeffrey Groebli
NRS Rockford

What makes you a successful recruiter?

"Being a good listener and caring for my applicants' needs. The joy of changing someone's life for the better."

What is your favorite recruiting tool?

"Walking the streets and promoting Navy awareness."



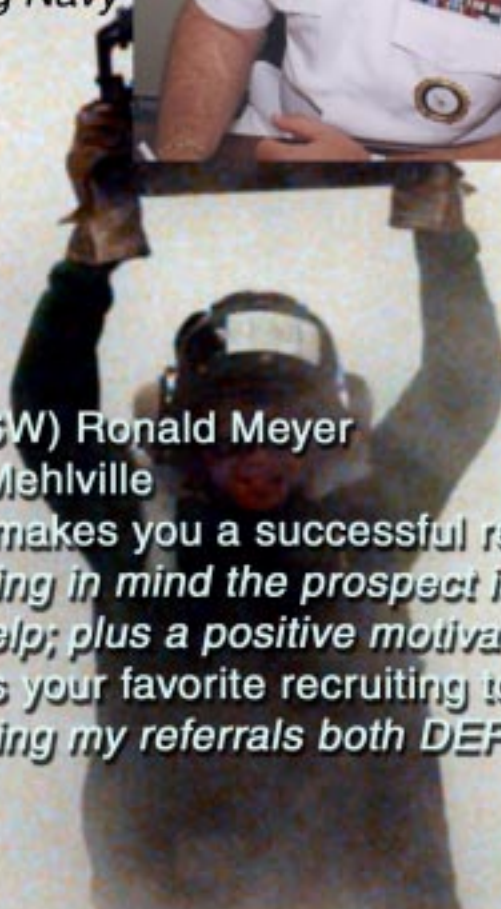
DC1(SW) Ronald Meyer
NRS Mehlville

What makes you a successful recruiter?

"Keeping in mind the prospect is a person who I can help; plus a positive motivated attitude."

What's your favorite recruiting tool?

"Working my referrals both DEP and COI."



MT1(SS) Walter Ward
NRS Albany

What makes you a successful recruiter?

"Never giving up and a can do attitude."

What's your favorite recruiting tool?

"Phone power and DEP referrals."

